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C O N F I D E N T I A L 011044Z DEC 81 STAFF

CITE FBIS/NICOSIA 43344

TO: FBIS INFO FBIS/VIENNA, FBIS/LONDON.

RYBAT

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1. I HAVE RECEIVED AN INFORMAL DAMAGE ASSESSMENT FROM FSN POSITION CLASSIFIER HELEN MEYERSON, WHO HAS COMPLETED THE FORMAL JOB AUDIT PROCESS. SHE WILL RECOMMEND THAT 14 OF OUR 27 EMPLOYEES BE DOWNGRADED, INCLUDING EIGHT MONITORS, FIVE TELEOPS AND THE ELECTRONICS SPECIALIST.

2. SHE FEELS THAT THE CHIEF MONITOR DOES NOT RATE MORE THAN AN FSN-11, BUT FOLLOWING DISCUSSIONS AND MY REWRITE OF THE CHIEF MONITOR POSITION DESCRIPTION TO STRESS THAT HE DOES NOT HANDLE DAY TO DAY SUPERVISION SHE AGREED THAT THE MONITORIAL SECTIONS COULD ALSO HAVE FSN-11 CHIEFS. SHE FEELS THAT THERE ARE DEFINITE PROBLEMS WITH THE FSN-10 MONITOR DESCRIPTION SHE WAS TESTING HERE, BUT FELT BOUND TO ABIDE BY ITS GUIDELINES. HOWEVER, SHE AGREED THAT THE COMBINATION OF EXPERT MONITOR AND SHIFT SUPERVISOR WAS ENOUGH TO JUSTIFY FSN-10. AFTER DISCUSSION, SHE AGREED THAT WE WERE ENTITLED TO ONE ADDITIONAL SHIFT SUPERVISOR ON THE BASIS OF THE HOURS OUR ARABIC SECTION WORKS. WHICH GIVES US THREE ARABIC FSN-10'S--

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IN THE GREEK SECTION. MONITORS SET TO LOSE A GRADE UNDER HER RECOMMENDATIONS ARE

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3. MRS. MEYERSON DID NOT ACCEPT MY ARGUMENT THAT FBIS TELEOPS DESERVED RANKS ONE GRADE HIGHER ACROSS THE BOARD THAN THE STATE STANDARDS ALLOWED. THE SECTION SUPERVISOR WILL FALL TWO GRADES AND THE OTHERS ONE GRADE. SHE ALSO DID NOT ACCEPT THAT OUR ELECTRONIC SPECIALIST DESERVED MORE THAN AN FSN-8. SHE HAD OBVIOUSLY BEEN GIVEN MARCHING INSTRUCTIONS ON THIS FROM ALTA BRENNER--AND PROBABLY ON THE TELEOPS AS WELL.

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4. I HAVE NOT YET SEEN AND HAD A CHANCE TO GO OVER THE AUDIT NOTES WITH MRS. MEYERSON. SHE IS OBVIOUSLY COMPETENT, SHE SEEMED TO BE GENUINELY IMPRESSED BY THE QUALITY OF PEOPLE AND THEIR DEDICATION, BUT SHE WORKED ACCORDING TO INSTRUCTIONS WHICH ALLOWED VERY LITTLE LEEWAY. THERE IS A SLIGHT POSSIBILITY ONE OR TWO CHANGES IN THE RESULTS OUTLINED ABOVE, BUT CERTAINLY NOTHING DRAMATIC. I DO NOT FEEL THAT WE ARE LIKELY TO BE ABLE TO CHALLENGE HER ON ANY GROUNDS EXCEPT ON THE BASIS OF THE STANDARDS SHE USED. MY INCLINATION IS TO CHALLENGE EVERY CASE AND I HAVE TOLD HER THIS, BUT I FEEL ESPECIALLY STRONGLY ABOUT [REDACTED] THE TELEOPS AND THE ELECTRONIC SPECIALIST. THERE IS NO QUESTION BUT THAT WE ARE WAY OUT OF LINE ON THE 'EXPERT' LEVEL MONITORS HERE IN COMPARISON TO THE FBIS SUBMISSION TO THE DRAFT STANDARDS. MEYERSON FELT THAT SHE WAS BEING EXCEEDINGLY GENEROUS, ALMOST TO THE POINT OF CLEARLY EXCEEDING HER INSTRUCTIONS, IN GRADING OUR MONITORS. I WILL GET BACK TO YOU ON APPEALS ONCE I HAVE SEEN THE AUDIT NOTES AND HELD PRELIMINARY DISCUSSIONS WITH THE EMBASSY.

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5. THE MORALE PROBLEM HERE WILL BE COMPLICATED BY THE FACT THAT THE WAGE SURVEY INDICATES THAT OUR EMPLOYEES HAVE BEEN OVERPAID DUE TO AN ERROR IN THE EMBASSY'S METHOD OF COMPUTING COLA RAISES. THE SURVEY TEAM WILL RECOMMEND THAT THE NEW SCALE NOT BE ISSUED UNTIL LATE IN JANUARY, WHEN AN EXPECTED LARGE CYPRUS GOVERNMENT COLA AND LOCAL UNION WAGE AGREEMENT RAISES WILL ALLOW US TO DISGUISE THE PROBLEM A BIT. IN ANY CASE, THERE WILL BE NO RAISE TO MAKE UP FOR THE LOSS OF STATUS.

RVW ØIDECØI, DRV D9C.1.

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C O N F I D E N T I A L 010800Z NOV 81 STAFF

CITE FBIS/SEOUL 52042

TO: FBIS.

REFS: A. FBIS 13297
B. STATE 305879

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1. WHILE NOT EXACTLY WHAT WE HAD HOPED FOR, STATE MESSAGE AT LEAST GIVES US OPPORTUNITY TO PROMOTE OUR MONITORS AND ASSISTANT EDITOR. WHILE MBASSY PERSONNEL OFFICER SUPPORTS US IN PRINCIPLE ON HIGHER GRADES, AM NOT SURE WHAT ADDITIONAL AMMUNITION WE COULD DEVELOP NOW THAT WAS NOT INCLUDED IN MATERIAL WE HAVE ALREADY PRESENTED. THUS, AM DISINCLINED TO PURSUE ANY APPEALS AT THIS POINT. PERSONNEL OFFICER INFORMED ME TODAY THAT, IN ANSWER TO AN EMBASSY REQUEST PROMPTED BY COMPLAINTS AMONG EMBASSY FSN'S, A SURVEY TEAM IS SCHEDULED TO COME TO SEOUL IN JUNE 1982 AS A FOLLOWUP TO THE LAST GRADE CLASSIFICATION SURVEY IN MID-79. THE INTERVENING TIME GIVES THE BUREAU A CHANCE TO TRY TO MORE FULLY DEVELOP THE SHIFT SUPERVISOR STRUCTURES SET OUT IN OUR PD'S AND PERHAPS PROVIDE A STRONGER BASIS FOR APPEALING FOR SUPERVISORY GRADES IN OUR MONITORIAL AND COMMUNICATIONS UNITS. (WE HAVE BEEN IN THE SLIGHTLY IRONIC POSITION OF NEEDING SUPERVISORY GRADES IN ORDER TO ENCOURAGE AND DEVELOP EMPLOYEES AS SUPERVISORS, AND YET UNDER THE STATE "SYSTEM" OF PD'S, NEEDING TO HAVE EMPLOYEES ALREADY FUNCTIONING AS SUPERVISORS IN ORDER TO TRY TO JUSTIFY APPROPRIATE GRADES FOR THEM. OUR SHIFT SUPERVISOR STRUCTURE IS WHAT MIGHT DIPLOMATICALLY BE CALLED "SOMEWHAT" SUPERFICIAL AT PRESENT.)

2. STATE APPEARS TO HAVE RENEGED ON AGREEMENT TO ASSIGN FSN 11 FOR THOSE SUPERVISING AT LEAST SIX OTHERS, SINCE OUR KOREAN UNIT CHIEF WAS ONLY GRADED AT FSN 10. IF HQS IS STILL CONSIDERING QUESTION OF FBIS OPTING OUT OF STATE ADMINISTERED WORLDWIDE FSN SYSTEM, THINK GOOD CASE COULD BE MADE FOR INCLUDING THIS BUREAU IN JUSTIFICATION. WHILE GRADES STATE HAS SET WILL NOT PRESENT AN IMMEDIATE PROBLEM, THEY HAVE CLEARLY DENIED US THE POSSIBILITY OF ESTABLISHING A LOGICAL CAREER PROGRESSION FOR EMPLOYEES WE EXPECT TO

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RETAIN FOR THEIR WORKING LIVES.

3. WILL BE POUCHING THIS WEEK NECESSARY RECOMMENDATIONS FOR D/FBIS APPROVAL SO WE CAN PROMOTE OUR MONITORS AND ASSISTANT EDITOR. OUR TWO UNIT CHIEFS ARE ALREADY SAVED GRADE 10'S, SO WE WILL MERELY BE SUBMITTING A MEMO TO EMBASSY PERSONNEL OFFICER ASKING THAT THEIR SAVED GRADE DESIGNATION BE REMOVED.

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